

MEMORANDUM OF AGREEMENT
BETWEEN
WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES
LOCAL 1652R – INDUSTRIAL AND HAZARDOUS WASTE
AND
KING COUNTY

Bargaining unit employees will be placed on the King County 10-step Squared Salary Schedule applicable to the employee's FLSA designation, as follows:

1. Effective January 1, 2003, all bargaining unit employees shall receive the 2003 cost-of-living adjustment for the range and step in effect on January 1, 2003 on the 2003 10-step standardized salary schedule. Employees shall continue to be paid pursuant to the 2003 10-step standardized salary schedule until the new pay ranges become effective and 10-step squared salary schedule placement occurs as indicated herein.

a. Employees in classifications previously placed on the 10-step squared pay schedule shall receive the 2003 cost-of-living adjustment for the range and step in effect on January 1, 2003. The squared pay schedule placement procedures outlined below shall not apply to these employees.

2. On July 1, 2003, employees in classifications for which there is no change in pay range, and whose base rate of pay on June 30, 2003 (on the standardized salary schedule) exceeds the base rate of pay for the top step of the pay range for the classification on the applicable 2003 10-step squared pay schedule, shall continue to be paid on the standardized salary schedule, including cost-of-living adjustments, through December 31, 2003. Effective January 1, 2004, these employees shall be placed at the top step of the same pay range on the 2004 10-step squared pay schedule.

3. On July 1, 2003, employees in classifications that are assigned a pay range higher than the pay range in effect on June 30, 2003 (on the standardized salary schedule) shall be placed at the same step of the new range on the applicable 2003 10-step squared pay schedule.

4. On July 1, 2003, employees in classifications for which there is no change in pay range, and who are not in the group of employees described in 2 above, will be placed at the step on the applicable 2003 10-step squared pay schedule that is closest to, but does not constitute a

decrease, from the employee's base rate of pay, including cost-of-living adjustments, on June 30, 2003.

5. The following procedure shall apply to bargaining unit engineer positions:

a. Effective August 29, 2001, the two employees in engineering positions shall be allocated to the Engineer III classification, pursuant to an October 1, 2001 accretion agreement. Classification appeals may be processed through the King County classification appeal process when this Agreement becomes effective. The deadline for filing an appeal will be twenty (20) calendar days after the Agreement is effective.

b. Step placement and retroactive pay shall be determined by applying the range 64 standardized pay schedule, including cost-of-living adjustments, for the applicable years as follows: Step 1 in 2001; Step 2 in 2002; Step 3 in 2003. On July 1, 2003, employees will be placed at the step on the applicable 2003 10-step squared pay schedule that is closest to, but does not constitute a decrease, from the employee's base rate of pay, including cost-of-living adjustments, on June 30, 2003.

Each member of the bargaining unit who is employed by the Industrial or Hazardous Waste Units at the time the Agreement becomes effective, will receive a one-time gain sharing supplement of twenty-four hours of vacation. Such vacation will be forfeited if not used by December 31, 2004.

For King County:

Date

For Washington State Council of County and City Employees,
Local 1652R:

Date